



**WLI** DIVERSITY, EQUITY & INCLUSION

### Advance Our Culture of Inclusion & Innovation



#### Participated in virtual EMEA Inclusion Week

Helped to design and deliver programming focused on **creating an inclusive environment across teams, sectors and the EMEA region**

**30+**

Sessions conducted in all EMEA geographic regions, in local languages



#### Rolled out microaggression training

to bring awareness to subtle indignities experienced by under-represented groups in the workplace



#### #iLead

Executed a Yammer-based viral video campaign using stories of diverse leadership to inspire women

**650+**  
Postings

**1800+**  
Yammer likes



**Vision** | Achieve gender equality across our businesses globally to enhance our competitive advantage and fuel the future of human health



**Mission** | Foster an inclusive organizational environment that champions the advancement of women

### Build a Diverse Workforce for the Future



#### Continued Mentoring Connections Program,

our best-in-class mentorship program, which continues to be leveraged more broadly by other ERGs, with our global network of champions and advocates to build mutually beneficial mentoring partnerships across the organization, resulting in positive business impacts and increased career satisfaction

**1600**

Annual participants

“Making connections with people who are interested in their own career development is such a meaningful opportunity. I am always eager to participate in this program, because as a mentor, I learn so much about myself too.”



#### Launched networking toolkit

to cultivate members' networking skills and provide WLI chapters with frameworks for organizing successful networking events to build connections among employees, both in-person and virtually

“I loved hearing from women in a variety of surgical specialties discussing similar issues and working together to create solutions.”  
— Dr. Chaudhari



#### Partnered with Healthcare Businesswomen's Association (HBA) Ambassador Program

to collaborate on an innovative, year-long, self-directed leadership training program for emerging talent focused on career and leadership skills development

**300**

Employees participated

Participants had access to a HBA global network of **10,000 members**

### Enhance Business Performance & Reputation



#### Celebrated 25th Anniversary

Recognized our progress in championing women and invited employees to take the *Pledge for All Women*

**5,000+**

Employees have taken the pledge



#### Received the 2020 United Way Women in Philanthropy Award

Recognized for our support of **ALICE** (Asset Limited, Income Constrained, Employed) families during the COVID-19 pandemic



#### WLI DePuy Synthes Partnered with Global Education Solutions (GES)

Worked together to identify and address challenges faced by women surgeons

“I hereby pledge to consistently put into practice our Company's diversity and inclusion policies for the advancement of all women at all levels, all around the world.”



### THE PLEDGE FOR ALL WOMEN

Created a **Diverse Women in Surgery Advisory Panel** to gain insights from surgeons representing different specialties that Ethicon and DPS serve

Hosted **Resilience and Advancing Women in Surgery** webinar

### Looking Ahead

WLI will remain committed to implementing exciting initiatives that enhance our existing pillars – **Advancement, Community and Inclusion**